

MINNESOTA DEPARTMENT OF TRANSPORTATION
PRIME CONTRACTOR – SUBCONTRACTOR’S
STATEMENT OF COMPLIANCE
FEDERAL COPELAND ACT / DAVIS BACON ACT
MINNESOTA PREVAILING WAGE STATUTES

Table with 3 columns: REPORT NUMBER, STATE PROJECT NUMBERS (S), DATE, PRIME CONTRACTOR/SUBCONTRACTOR, PHONE NUMBER, CONTRACT NUMBER, ADDRESS, FEDERAL PROJECT NUMBER, TYPE OF WORK.

(Complete as described on proposal)

STATEMENT WITH RESPECT TO COMPLIANCE AND WAGES PAID

I, Molly Musolf, Project Administrator do hereby state:
(Name of signatory party) (Title)

(1) That I pay or supervise the payment of the persons employed by Northland Constructors of Duluth Inc on said Contract; that during the payroll period commencing on the 26th day of November of the year 2023, and ending the 1st day of December of the year 2023, there were 34 workers performing covered work on said Contract.

DESCRIBE LEGAL DEDUCTIONS

- (2) That the payroll submitted under said Contract is complete and accurate; that the wage rate(s) of the laborer(s), mechanic(s), and worker(s) performing work under said Contract is (are) paid according to the wage determination(s) and labor provisions incorporated in said Contract and according to applicable laws; that wages paid to laborer(s), mechanic(s), and worker(s) performing work under said Contract is at least the prevailing wage rate for the most similar classification of labor performed as defined under applicable law; and that the laborer(s), mechanic(s), and worker(s) performing work under said Contract is (are) paid for all hours in excess of the prevailing hours of labor at a rate of at least one and one-half times the applicable base rate of pay.
(3) That any apprentices employed during said payroll period are duly registered in a bona fide apprenticeship program registered with the Minnesota Department of Labor and Industry, or are registered with the Bureau of Apprenticeship and Training; United States Department of Labor.
(4) That: (Check one box only)

(a) WHERE FRINGE BENEFITS ARE PAID TO ANY APPROVED PLANS, FUNDS, OR PROGRAMS

[X] In addition to the basic hourly wage rates paid to each laborer, worker, or mechanic listed on said payroll, payments to current, bona fide fringe benefit programs as set forth in paragraph 4(d), have been or will be made to the program’s administrators, per state and federal regulations and plan requirements, as set forth in paragraph 4(e) for the benefit of said workers, except as noted in Section 4(c).

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH TO ALL WORKERS

[] Each laborer, worker, or mechanic listed on said payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic rate plus the fringe rate as listed in the appropriate wage determination incorporated into said Contract.

NOTE---FRINGE BENEFITS SECTION C, D, E, AND SIGNATURE BLOCK IS ON PAGE 2.

(c) EXCEPTIONS

WORKER NAME	CLASSIFICATION/OCCUPATION	EXPLANATION

(d) BENEFIT PROGRAM INFORMATION in DOLLARS CONTRIBUTED PER HOUR (Must be completed if 4(a) is checked)

PROGRAM TITLE, CLASSIFICATION TITLE, OR INDIVIDUAL WORKERS	HEALTH/WELFARE	VACATION/HOLIDAY	APPRENTICESHIP/TRAINING	PENSION	OTHER INCLUDE TITLE
Central Pension Operators 49	\$12.15	\$0	\$.55	\$12.50	\$.03
Cement Masons Local 633	\$8.98	\$7.12	\$.51	\$10.89	\$1.75
Laborers 1091 Duluth Bld	\$9.40	\$3.10	\$.42	\$10.75	\$.10
Carpenters Local 361	\$11.60	\$2.36	\$.84	\$15.70	\$.16
MN Teamsters Local 346	\$12.52	\$0	\$0.30	\$9.13	\$0.76
BAC Local Union 1	\$12.46	\$2.00	\$.41	\$13.24	\$5.10
	\$	\$	\$	\$	\$
	\$	\$	\$	\$	\$
	\$	\$	\$	\$	\$
	\$	\$	\$	\$	\$
	\$	\$	\$	\$	\$

(e) BENEFIT PROGRAM INFORMATION (Must be completed if 4(a) is checked)

NAME AND ADDRESS OF FRINGE BENEFIT FUND, PLAN, OR PROGRAM ADMINISTRATOR	BENEFIT ACCOUNT NUMBER	THIRD PARTY TRUSTEE AND/OR CONTRACT PERSON	TELEPHONE NUMBER
Central Pension Fund Metro Blvd Mpls, MN 55439	49-04569	Fred P Dereschunk	312-788-9441
MN Cement Masons Local 633 Central Ave, Mpls, MN 55414		Denny White	612-379-1558
MN Laborers Fringe Benefit Metro Blvd, Mpls, MN 55439	16-07456	Tom Pender	218-741-3638
MN Teamsters Metro Blvd Mpls, MN 55439	50-01108	Clarence Laborde	218-628-1034
Carpenters Local 361 London Road, Duluth, MN 55812			218-724-3297

The willful falsification of any of the above statements may subject the prime contractor or subcontractor to civil or criminal prosecution under federal and/or state law. See Minnesota Statute 15C; 16B; 161.315, Subdivision 2; 177.43, Subdivision 5; 177.44, Subdivision 6; 609.63; or United States Code 18 U.S.C. 1001; 31 U.S.C. 231; CFR 5.12.

NAME AND TITLE OF CONTRACTOR'S REPRESENTATIVE (PRINT)	SIGNATURE	DATE

As a representative of the contractor submitting the attached payroll, I hereby certify that the information is true and accurate to the best of my knowledge.

NAME AND TITLE OF PRIME CONTRACTOR (PRINT)	SIGNATURE	DATE
Molly Musolf, Project Administrator	<i>Molly Musolf</i>	12/1/23

As a representative of the Prime Contractor, I have reviewed the attached forms and certify to the best of my knowledge that they accurately reflect operations of this company on this project and meet the contract requirements for this project.

NOTE: For information regarding this form, submission of payroll records, or copies of the laws stated above, contact the Minnesota Department of Transportation, Labor Compliance Unit, Mail Stop 650, 395 John Ireland Boulevard, St. Paul, Minnesota 55155-1899, or call 651-366-4209 or 651-366-4204.

Certified Payroll Transcript

Period 11/26/2023 - 12/1/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----									Total Rate	Project Amounts	***** Weekly Totals ***** (Week Ending 12/1/23)				
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate			Project Amounts	Total Gross	Deductions	Net Pay	
Bastien, Anthony Duane - 4640	Wisconsin Carpenters / 704 Carp Apprentice	Regular Hourly	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	35.870	71.74	Federal Taxes \	262.76			
M/EX: S/O	Wisconsin Carpenter / Carp Piledriver Appre	Regular Hourly	0.00	6.00	8.00	8.00	7.50	0.00	0.00	0.00	29.50	39.180	1,155.81	Minnesota Taxe	4.00			
Race/Sex: C/M	Wisconsin Carpenters / 704 Carp Apprentice	Overtime Hourly	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.50	53.805	26.90	Wisconsin Taxe	87.73			
Wisconsin Carpenters	Wisconsin Carpenter / Carp Piledriver Appre	Overtime Hourly	0.00	0.00	2.00	2.00	0.00	0.00	0.00	0.00	4.00	58.770	235.08	Additional Medi				
704 Carp Apprentice 88%														Other Taxable	0.00	Social Security	101.80	
EEO:														Other Non Taxable	0.00	Medicare Empl	23.81	
Check #: 4113023														Project Total	1,489.53	Vacation	56.87	
																Working Dues %		
																Working Dues/t	67.26	
																% of Gross Stra		
																1,641.98	604.23	1,037.75
Benton, Jacob R - 4538	WI Operators Local 1 / 305 G2/1C	Regular Hourly	0.00	8.00	8.00	8.00	8.00	0.00	0.00	0.00	32.00	43.230	1,383.36	Federal Taxes \	217.10			
M/EX: S/2	WI Operators Local 1 / 305 G2/1C	Overtime Hourly	0.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00	2.00	64.845	129.70	Minnesota Taxe				
Race/Sex: A/M														Other Taxable	0.00	Wisconsin Taxe	88.24	
WI Operators Local 139														Other Non Taxable	0.00	Additional Medi		
305 G2/1C														Project Total	1,513.06	Social Security	99.19	
EEO: Journeyman																Medicare Empl	23.19	
Check #: 4113023																Working Dues %	24.44	
																Working Dues %	12.55	
																1,599.82	464.71	1,135.11

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Period 11/26/2023 - 12/1/2023
Job: 20211- C Reiss Dock
Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 12/1/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay		
Constance, Christian W - 4631 M/EX: S/0 Race/Sex: C/M WI Operators Local 139 305 G2/1C EEO: Journeyman Check #: 4113023	WI Operators Local 1 / 305 G2/1C	Regular Hourly	0.00	0.00	8.00	6.00	8.00	0.00	0.00	0.00	22.00	43.230	951.06	Federal Taxes \	172.58		
	WI Operators Local 1 / 305 G2/1C	Overtime Hourly	0.00	0.00	1.00	2.00	0.00	0.00	0.00	0.00	3.00	64.845	194.54	Minnesota Taxe	1.00		
														Other Taxable	0.00	Wisconsin Taxe	65.68
														Other Non Taxable	0.00	Additional Medi	
														Project Total	1,145.60	Social Security	76.39
																Medicare Empl	17.87
																Working Dues %	18.48
															Working Dues %	9.96	
															1,232.06	361.96	870.10
Curtis, Jason M - 4662 M/EX: S/5 Race/Sex: A/M Wisconsin Carpenters 704 Carp Apprentice 78% EEO: Check #: 4113023	Wisconsin Carpenters / 704 Carp Apprentice	Regular Hourly	0.00	3.50	6.00	6.00	3.00	0.00	0.00	0.00	18.50	31.790	588.12	Federal Taxes \	84.94		
	Wisconsin Carpenter / Carp Piledriver Appre	Regular Hourly	0.00	0.00	2.00	2.00	4.50	0.00	0.00	0.00	8.50	34.820	295.97	Minnesota Taxe			
	Wisconsin Carpenter / Carp Piledriver Appre	Regular Hourly	0.00	4.50	0.00	0.00	0.00	0.00	0.00	0.00	4.50	41.350	186.08	Wisconsin Taxe	59.64		
	Wisconsin Carpenters / 704 Carp Apprentice	Overtime Hourly	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.50	47.685	23.84	Additional Medi			
														Other Taxable	0.00	Social Security	76.20
														Other Non Taxable	0.00	Medicare Empl	17.83
														Project Total	1,094.01	Vacation	68.96
															Working Dues %		
															Working Dues/t	58.48	
															% of Gross Stre		
															1,229.12	366.05	863.07

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Period 11/26/2023 - 12/1/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 12/1/23)				
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay			
Digles, Michael Edward - 4671 M/EX: S/O Race/Sex: C/M Wisconsin Carpenters 704 Carpenter EEO: Journeyman Check #: 4113023	Wisconsin Carpenters / 704 Carpenter	Regular Hourly	0.00	2.50	6.00	2.00	5.00	0.00	0.00	0.00	15.50	40.760	631.78	Federal Taxes \	237.52			
	Wisconsin Carpenter / Carpenter Piledriver .	Regular Hourly	0.00	5.50	2.00	6.00	0.00	0.00	0.00	0.00	13.50	43.530	587.66	Minnesota Taxe	3.00			
	Wisconsin Carpenters / 704 Carpenter	Overtime Hourly	0.00	0.00	0.00	0.00	2.50	0.00	0.00	0.00	2.50	61.140	152.85	Wisconsin Taxe	82.42			
	Wisconsin Carpenter / Carpenter Piledriver .	Overtime Hourly	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.50	65.295	32.65	Additional Medi				
													0.00	Social Security	94.68			
													0.00	Medicare Empl	22.15			
														1,404.94	Vacation	67.90		
															Working Dues %			
															Working Dues/t	58.59		
															% of Gross Stra			
															1,527.22	566.26	960.96	
Drougas, Trey M - 4669 M/EX: M/2 Race/Sex: C/M WI Operators Great Lakes Float Class II A Great Lakes Op EEO: Journeyman Check #: 4113023	WI Operators Great L / Class II A Great Lake	Regular Hourly	0.00	8.00	8.00	8.00	5.00	0.00	0.00	29.00	50.350	1,460.15	Federal Taxes \	178.47				
	WI Operators Great L / Class II A Great Lake	Overtime Hourly	0.00	0.50	2.00	2.00	0.00	0.00	0.00	4.50	75.525	339.86	Minnesota Taxe					
												0.00	Wisconsin Taxe	106.23				
												0.00	Additional Medi					
													1,800.01	Social Security	120.97			
														Medicare Empl	28.29			
														Working Dues %	29.27			
														Working Dues %	15.18			
															1,951.06	478.41	1,472.65	

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Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 12/1/23)				
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay			
Ehle, Carson R - 4632 M/EX: S/O Race/Sex: C/M Operating Engineers Local 49 373 Grp 5 Apprenticeship 70% EEO: Check #: 4113023	WI Local 139 Apprent / 80% Group 2 Appren	Regular Hourly	0.00	8.00	8.00	6.00	8.00	0.00	0.00	0.00	30.00	31.180	935.40	Federal Taxes \	136.47			
	WI Local 139 Apprent / 80% Group 2 Appren	Overtime Hourly	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.50	46.770	23.39	Minnesota Taxe	2.00			
													0.00	Wisconsin Taxe	52.56			
													0.00	Additional Medi				
													0.00	Social Security	66.21			
														0.00	Medicare Empl	15.48		
														0.00	Working Dues %	16.02		
														Working Dues %	12.36			
													Project Total	958.79	1,067.92	301.10	766.82	
Fagerness, Scott D - 4509 M/EX: S/O Race/Sex: C/M Wisconsin Bldg Trades Laborers 107 MN Pipelayer in WI EEO: Check #: 4113023	Wisconsin Bldg Trade / 107 MN Pipelayer in	Regular Hourly	0.00	8.00	8.00	8.00	0.00	0.00	0.00	0.00	24.00	41.030	984.72	Federal Taxes \	202.50			
	Wisconsin Bldg Trade / 107 MN Pipelayer in	Overtime Hourly	0.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00	2.00	61.545	123.10	Minnesota Taxe	6.00			
	Wisconsin Bldg Trade / 107 MN Pipelayer in	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	74.40	Wisconsin Taxe	68.90			
	Wisconsin Bldg Trade / 107 MN Pipelayer in	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.650	9.30	Additional Medi				
													0.00	Social Security	84.81			
													0.00	Medicare Empl	19.84			
													0.00	Vacation Variab	96.10			
													0.00	Working Dues/t	31.72			
													Project Total	1,191.52	1,368.04	509.87	858.17	
Fawcett, Melissa M - 4862 M/EX: S/O Race/Sex: C/F Wisconsin Bldg Trades Laborers 101 MN Laborer EEO: Check #: 4113023	Wisconsin Bldg Trade / 101 MN Laborer	Regular Hourly	0.00	8.00	8.00	6.00	0.00	0.00	0.00	0.00	22.00	37.530	825.66	Federal Taxes \	169.69			
	Wisconsin Bldg Trade / 101 MN Laborer	Overtime Hourly	0.00	1.00	1.00	2.00	0.00	0.00	0.00	0.00	4.00	56.295	225.19	Minnesota Taxe				
	Wisconsin Bldg Trade / 101 MN Laborer	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	68.20	Wisconsin Taxe	65.12			
	Wisconsin Bldg Trade / 101 MN Laborer	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.650	18.60	Additional Medi				
													0.00	Social Security	75.57			
													0.00	Medicare Empl	17.67			
													0.00	Vacation Variab	93.00			
													0.00	Working Dues/t	34.16			
													Project Total	1,137.65	1,218.91	455.21	763.70	

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Period 11/26/2023 - 12/1/2023
Job: 20211- C Reiss Dock
Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----									Total Rate	Project Amounts	***** Weekly Totals ***** (Week Ending 12/1/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate			Project Amounts	Total Gross	Deductions	Net Pay
Harper, Lee A - 4217 M/EX: S/O Race/Sex: C/M Wisconsin Carpenters 704 Carpenter Foreman EEO: Journeyman Check #: 4113023	Wisconsin Carpenters / 704 Carpenter Forer	Regular Hourly	0.00	8.00	0.00	0.00	3.00	0.00	0.00	0.00	11.00	44.260	486.86	Federal Taxes \	95.16		
	Wisconsin Carpenters / 704 Carpenter Forer	Overtime Hourly	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.50	66.390	33.20	Minnesota Tax	15.00		
														Other Taxable	0.00	Wisconsin Tax	22.00
														Other Non Taxable	0.00	Additional Medi	
														Project Total	520.06	Social Security	54.57
																Medicare Empl	12.76
																Vacation	43.66
																Working Dues %	
																Working Dues/lt	30.16
																% of Gross Stra	
															Other	6.00	
															880.14	279.31	600.83
Herrick, Brian James - 5065 M/EX: S/O Race/Sex: C/M Wisconsin Bldg Trades Laborers MN Laborer Foreman in WI EEO: Journeyman Check #: 4113023	Wisconsin Bldg Trade / MN Laborer Forema	Regular Hourly	0.00	8.00	8.00	0.00	6.00	0.00	0.00	22.00	48.390	1,064.58	Federal Taxes \	385.60			
	Wisconsin Bldg Trade / MN Laborer Forema	Overtime Hourly	0.00	2.00	2.00	0.00	1.00	0.00	0.00	5.00	72.585	362.93	Minnesota Tax	31.00			
	Wisconsin Bldg Trade / MN Laborer Forema	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	68.20	Wisconsin Tax	90.11			
	Wisconsin Bldg Trade / MN Laborer Forema	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.650	23.25	Additional Medi				
														Other Taxable	0.00	Social Security	134.03
														Other Non Taxable	0.00	Medicare Empl	31.34
														Project Total	1,518.96	Vacation Variab	129.43
																Working Dues/lt	46.97
																Other	12.00
																2,161.72	860.48

Certified Payroll Transcript

Period 11/26/2023 - 12/1/2023
Job: 20211- C Reiss Dock
Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)	-----Hours-----											Project Amounts	***** Weekly Totals ***** (Week Ending 12/1/23)				
		Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross	Deductions		Net Pay				
Hill, Christopher M - 4697 M/EX: M/O Race/Sex: C/M Wisconsin Carpenters 704 Carpenter Foreman EEO: Journeyman Check #: 4113023	Wisconsin Carpenters / 704 Carpenter Forer Regular Hourly	0.00	0.00	0.00	8.00	7.50	0.00	0.00	0.00	15.50	44.260	686.03	Federal Taxes \	179.43				
													Other Taxable	0.00	Minnesota Taxe	48.00		
														Other Non Taxable	0.00	Wisconsin Taxe	31.65	
														Project Total	686.03	Additional Medi		
																Social Security	111.19	
																Medicare Empl	26.00	
																Vacation	88.50	
														Working Dues °				
														Working Dues/t	61.13			
														% of Gross Stra				
														Other	12.00			
														1,793.47	557.90	1,235.57		
Hynes Jr., Timothy D - 4696 M/EX: S/1 Race/Sex: C/M WI Local 139 Apprentice 80% Group 2 Apprentice EEO: Check #: 4113023	WI Local 139 Apprent / 80% Group 2 Appren Regular Hourly WI Local 139 Apprent / 80% Group 2 Appren Overtime Hourly	0.00	0.00	8.00	8.00	6.00	0.00	0.00	22.00	33.430	735.46	Federal Taxes \	85.45					
															Minnesota Taxe			
																Wisconsin Taxe	43.44	
																Additional Medi		
																Social Security	55.96	
																Medicare Empl	13.09	
																Working Dues °	13.54	
														Working Dues °	9.59			
														902.62	221.07	681.55		

Certified Payroll Transcript

Period 11/26/2023 - 12/1/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

		-----Hours-----											***** Weekly Totals ***** (Week Ending 12/1/23)			
Employee	Work Classification (Craft/Class)	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Project Amounts	Total Gross	Deductions	Net Pay		
Johnson, Steve J - 4091 M/EX: M/2 Race/Sex: C/M Minnesota Teamsters 602 5 Axel Grp 1 EEO: Journeyman Check #: 4113023	Minnesota Teamsters / 602 5 Axel Grp 1	Regular Hourly	0.00	0.00	0.00	3.00	8.00	0.00	0.00	11.00	36.590	402.49	Federal Taxes \	115.59		
												0.00	Other Taxable	0.00	Minnesota Taxe	34.00
												0.00	Other Non Taxable	0.00	Wisconsin Taxe	9.91
												402.49	Project Total		Additional Medi	
														Social Security	88.48	
														Medicare Empl	20.70	
														Levy/Garnishm		
														Truck Dues	106.00	
													Political Truck E	<u>1.00</u>		
												1,427.02		375.68	1,051.34	
Johnson, Austin R - 5043 M/EX: S/O Race/Sex: C/M Minnesota Laborers 107 Pipelayer EEO: Journeyman Check #: 4113023	Minnesota Laborers / 107 Pipelayer	Regular Hourly	0.00	0.00	0.00	2.50	0.00	0.00	0.00	2.50	41.030	102.58	Federal Taxes \	288.03		
	Minnesota Laborers / 107 Pipelayer	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	7.75	Minnesota Taxe	99.00		
												0.00	Other Taxable	0.00	Wisconsin Taxe	0.04
												0.00	Other Non Taxable	0.00	Additional Medi	
												110.33	Project Total		Social Security	108.82
														Medicare Empl	25.45	
														Vacation Variab	122.45	
														Other	<u>12.00</u>	
												1,755.16	655.79	1,099.37		

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Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 12/1/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay		
Johnson, Hunter A - 4443 M/EX: S/O Race/Sex: C/M Wisconsin Carpenters 704 Carpenter EEO: Journeyman Check #: 4113023	Wisconsin Carpenters / 704 Carpenter	Regular Hourly	0.00	8.00	0.00	8.00	5.00	0.00	0.00	0.00	21.00	40.760	855.96	Federal Taxes \	157.09		
	Wisconsin Carpenters / 704 Carpenter	Overtime Hourly	0.00	0.50	0.00	0.00	2.50	0.00	0.00	0.00	3.00	61.140	183.42	Minnesota Taxe	3.00		
														Other Taxable	0.00	Wisconsin Taxe	58.22
														Other Non Taxable	0.00	Additional Medi	
														Project Total	1,039.38	Social Security	72.03
																Medicare Empl	16.85
																Vacation	63.72
																Working Dues °	
																Working Dues/t	44.01
																% of Gross Stra	
															1,161.66	414.92	746.74
Johnson, Troy W - 4658 M/EX: M/2 Race/Sex: C/M Minnesota Teamsters 602 5 Axel Grp 1 EEO: Journeyman Check #: 4113023	Minnesota Teamsters / 603 GRP 1 Low Boy	Regular Hourly	0.00	0.00	1.50	0.00	0.00	0.00	0.00	0.00	1.50	37.590	56.39	Federal Taxes \	106.93		
														Other Taxable	0.00	Minnesota Taxe	37.00
														Other Non Taxable	0.00	Wisconsin Taxe	
														Project Total	56.39	Additional Medi	
																Social Security	71.08
																Medicare Empl	16.62
															Truck Dues	106.00	
															1,146.53	337.63	808.90

Certified Payroll Transcript

Period 11/26/2023 - 12/1/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 12/1/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay		
Kelley, Wyatt G - 4406	Wisconsin Carpenters / 704 Carp Apprentice	Regular Hourly	0.00	8.00	8.00	8.00	0.00	0.00	0.00	0.00	24.00	35.870	860.89	Federal Taxes \	243.29		
M/EX: S/O	Wisconsin Carpenter / Carp Piledriver Appre	Regular Hourly	0.00	0.00	0.00	0.00	5.00	0.00	0.00	5.00	39.180	195.90	Minnesota Taxe	2.00			
Race/Sex: C/M	Wisconsin Carpenters / 704 Carp Apprentice	Overtime Hourly	0.00	0.50	2.00	2.00	0.00	0.00	0.00	4.50	53.805	242.12	Wisconsin Taxe	84.99			
Wisconsin Carpenters	Wisconsin Carpenter / Carp Piledriver Appre	Overtime Hourly	0.00	0.00	0.00	0.00	2.50	0.00	0.00	2.50	58.770	146.93	Additional Medi				
704 Carp Apprentice 88%													Other Taxable	0.00	Social Security	96.32	
EEO:													Other Non Taxable	0.00	Medicare Empl	22.52	
Check #: 4113023													Project Total	1,445.84	Vacation	84.17	
															Working Dues %		
															Working Dues/t	64.40	
															% of Gross Stra		
															1,553.45	597.69	955.76
Kirkwood, Eric James - 4320	WI Operators Local 1 / 305 G2/1B	Regular Hourly	0.00	8.00	8.00	0.00	6.00	0.00	0.00	22.00	46.280	1,018.16	Federal Taxes \	176.43			
M/EX: S/O	WI Operators Local 1 / 305 G2/1B	Overtime Hourly	0.00	1.00	1.00	0.00	0.00	0.00	0.00	2.00	69.420	138.84	Minnesota Taxe	1.00			
Race/Sex: C/M													Other Taxable	0.00	Wisconsin Taxe	66.48	
WI Operators Local 139													Other Non Taxable	0.00	Additional Medi		
305 G2/1C													Project Total	1,157.00	Social Security	77.48	
EEO: Journeyman															Medicare Empl	18.12	
Check #: 4113023															Child Support		
															Working Dues %	18.74	
															Working Dues %	9.59	
															1,249.56	367.84	881.72

Certified Payroll Transcript

Period 11/26/2023 - 12/1/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 12/1/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay		
Livadaros, Jason M - 4399	Wisconsin Carpenters / 704 Carpenter Forer	Regular Hourly	0.00	2.00	6.00	2.00	3.00	0.00	0.00	0.00	13.00	44.260	575.38	Federal Taxes \	89.69		
M/EX: S/10	Wisconsin Carpenter / Carpenter Piledriver	Regular Hourly	0.00	6.00	2.00	6.00	2.00	0.00	0.00	0.00	16.00	47.030	752.48	Minnesota Taxe			
Race/Sex: C/M	Wisconsin Carpenters / 704 Carpenter Forer	Overtime Hourly	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.50	66.390	33.20	Wisconsin Taxe	86.60		
Wisconsin Carpenters 704 Carpenter Foreman	Wisconsin Carpenter / Carpenter Piledriver	Overtime Hourly	0.00	0.00	0.00	0.00	2.50	0.00	0.00	0.00	2.50	70.545	176.36	Additional Medi			
EEO: Journeyman													0.00	Social Security	104.30		
Check #: 4113023													0.00	Medicare Empl	24.39		
													1,537.42	Child Support	18.00		
														Levy/Garnishm			
														Vacation	63.18		
														Working Dues %			
														Working Dues/t	59.09		
														% of Gross Stre			
														Other	12.00		
														1,682.20	457.25	1,224.95	
Metcalf, Randall S - 4711	WI Operators Local 1 / 305 G2/1C	Regular Hourly	0.00	8.00	8.00	6.00	6.00	0.00	0.00	0.00	28.00	43.230	1,210.44	Federal Taxes \	215.38		
M/EX: S/0	WI Operators Local 1 / 305 G2/1C	Overtime Hourly	0.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00	2.00	64.845	129.70	Minnesota Taxe	1.00		
Race/Sex: C/M													0.00	Wisconsin Taxe	78.36		
WI Operators Local 139 305 G2/1C													0.00	Additional Medi			
EEO: Journeyman													1,340.14	Social Security	88.45		
Check #: 4113023														Medicare Empl	20.69		
														Working Dues %	21.40		
														Working Dues %	11.81		
														1,426.60	437.09	989.51	

Certified Payroll Transcript

Period 11/26/2023 - 12/1/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 12/1/23)				
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay			
Nylander, Todd A - 3044 M/EX: S/O Race/Sex: C/M WI Operators Local 139 305 G2/1C EEO: Journeyman Check #: 4113023	WI Operators Local 1 / 305 G2/1C	Regular Hourly	0.00	8.00	8.00	8.00	8.00	0.00	0.00	0.00	32.00	43.230	1,383.36	Federal Taxes \	253.49			
	WI Operators Local 1 / 305 G2/1C	Overtime Hourly	0.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00	2.00	64.845	129.70	Minnesota Taxe	1.00			
													0.00	Wisconsin Taxe	89.20			
													0.00	Additional Medi				
													1,513.06	Social Security	99.18			
															Medicare Empl	23.20		
															Working Dues %	24.44		
														Working Dues %	12.55			
														1,599.82	503.06		1,096.76	
Olson, Cory Lee - 4637 M/EX: M/O Race/Sex: C/M WI Operators Local 139 305 G2/1B EEO: Journeyman Check #: 4113023	WI Operators Local 1 / 305 G2/1B	Regular Hourly	0.00	8.00	8.00	5.00	8.00	0.00	0.00	29.00	46.280	1,342.12	Federal Taxes \	171.06				
	WI Operators Local 1 / 305 G2/1B	Overtime Hourly	0.00	0.50	0.00	3.00	0.00	0.00	0.00	3.50	69.420	242.97	Minnesota Taxe					
													0.00	Wisconsin Taxe	93.72			
													0.00	Additional Medi				
													1,585.09	Social Security	106.88			
															Medicare Empl	24.99		
															Working Dues %	25.86		
														Working Dues %	13.10			
														1,723.93	435.61		1,288.32	
Onofreychuk, Bradley R - 4508 M/EX: M/O Race/Sex: C/M Minnesota Laborers Labor Foremen Probation + \$1 EEO: Journeyman Check #: 4113023	Wisconsin Bldg Trade / WI Laborer Prob For	Regular Hourly	0.00	0.00	10.00	8.00	0.00	0.00	0.00	18.00	46.990	845.82	Federal Taxes \	157.98				
	Wisconsin Bldg Trade / WI Laborer Prob For	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	55.80	Minnesota Taxe	25.00				
													0.00	Wisconsin Taxe	48.03			
													0.00	Additional Medi				
													901.62	Social Security	100.12			
															Medicare Empl	23.42		
															Vacation Variab	99.20		
														Working Dues/t	21.96			
														Other	12.00			
														1,614.88	487.71		1,127.17	

Certified Payroll Transcript

Period 11/26/2023 - 12/1/2023
Job: 20211- C Reiss Dock
Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----									Total Rate	Project Amounts	***** Weekly Totals ***** (Week Ending 12/1/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate			Project Amounts	Total Gross	Deductions	Net Pay
Renne, Beau R - 8048	Wisconsin Carpenter / Carpenter Piledriver	Regular Hourly	0.00	8.00	8.00	8.00	5.00	0.00	0.00	0.00	29.00	47.030	1,363.90	Federal Taxes \	325.45		
M/EX: M/1	Wisconsin Carpenter / Carpenter Piledriver	Overtime Hourly	0.00	2.00	3.50	5.00	4.00	0.00	0.00	0.00	14.50	70.545	1,022.92	Minnesota Taxe			
Race/Sex: C/M													0.00	Wisconsin Taxe	144.22		
Wisconsin Carpenter Piledriver													0.00	Additional Medi			
Carpenter Piledriver Foreman													Project Total	2,386.82	Social Security	157.47	
EEO: Journeyman														Medicare Empl	36.83		
Check #: 4113023														Vacation	60.92		
														Working Dues °			
														Working Dues/t	80.91		
														% of Gross Stra			
														Other	12.00		
														2,539.91	817.80	1,722.11	
Renne, Cody E - 5008	Wisconsin Carpenters / 704 Carpenter Forer	Regular Hourly	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	44.260	88.52	Federal Taxes \	223.63		
M/EX: M/0	Wisconsin Carpenter / Carpenter Piledriver	Regular Hourly	0.00	6.00	8.00	8.00	7.50	0.00	0.00	0.00	29.50	47.030	1,387.39	Minnesota Taxe			
Race/Sex: C/M	Wisconsin Carpenters / 704 Carpenter Forer	Overtime Hourly	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.50	66.390	33.20	Wisconsin Taxe	107.50		
Wisconsin Carpenters	Wisconsin Carpenter / Carpenter Piledriver	Overtime Hourly	0.00	0.00	2.00	2.00	0.00	0.00	0.00	0.00	4.00	70.545	282.18	Additional Medi			
704 Carpenter Foreman													0.00	Social Security	123.66		
EEO: Journeyman													0.00	Medicare Empl	28.92		
Check #: 4113023													Project Total	1,791.29	Vacation	56.87	
														Working Dues °			
														Working Dues/t	67.26		
														% of Gross Stra			
														Other	15.00		
														2,024.40	622.84	1,401.56	

Certified Payroll Transcript

Period 11/26/2023 - 12/1/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 12/1/23)				
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay			
Slosson, Justin T - 4921	Wisconsin Carpenters / 704 Carpenter	Regular Hourly	0.00	8.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	16.00	40.760	652.16	Federal Taxes \	276.48		
M/EX: S/1	Wisconsin Carpenter / Carpenter Piledriver .	Regular Hourly	0.00	0.00	0.00	8.00	5.00	0.00	0.00	0.00	0.00	13.00	43.530	565.89	Minnesota Taxe			
Race/Sex: C/M	Wisconsin Carpenters / 704 Carpenter	Overtime Hourly	0.00	0.50	2.00	0.00	0.00	0.00	0.00	0.00	2.50	61.140	152.85	Wisconsin Taxe	98.23			
Wisconsin Carpenters 704 Carpenter	Wisconsin Carpenter / Carpenter Piledriver .	Overtime Hourly	0.00	0.00	0.00	2.00	2.50	0.00	0.00	0.00	4.50	65.295	293.83	Additional Medi				
EEO: Journeyman													Other Taxable	0.00	Social Security	110.79		
Check #: 4113023													Other Non Taxable	0.00	Medicare Empl	25.91		
													Project Total	1,664.73	Vacation	73.67		
															Working Dues %			
															Working Dues/t	65.50		
															% of Gross Stra			
															1,787.01	650.58	1,136.43	
St. John-Stebe, Jack Peter - 4063	Wisconsin Bldg Trade / MN Laborer Forema	Regular Hourly	0.00	0.00	0.00	0.00	6.00	0.00	0.00	0.00	6.00	48.390	290.34	Federal Taxes \	206.10			
M/EX: M/1	Wisconsin Bldg Trade / MN Laborer Forema	Vacation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.100	18.60	Minnesota Taxe	82.00			
Race/Sex: C/M													Other Taxable	0.00	Wisconsin Taxe	6.09		
Minnesota Laborers 102 Laborer Foreman													Other Non Taxable	0.00	Additional Medi			
EEO: Journeyman													Project Total	308.94	Social Security	123.84		
Check #: 4113023															Medicare Empl	28.96		
															Vacation Variab	119.35		
															Working Dues/t	7.32		
															Other	15.00		
															1,997.38	588.66	1,408.72	

Certified Payroll Transcript

Period 11/26/2023 - 12/1/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Employee	Work Classification (Craft/Class)		-----Hours-----										Project Amounts	***** Weekly Totals ***** (Week Ending 12/1/23)			
			Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Total Gross		Deductions	Net Pay		
Strom, Matthew J - 5028	Wisconsin Carpenters / 704 Carpenter Forer	Regular Hourly	0.00	0.00	8.00	8.00	0.00	0.00	0.00	0.00	16.00	44.260	708.16	Federal Taxes \	117.25		
M/EX: M/3	Wisconsin Carpenter / Carpenter Piledriver	Regular Hourly	0.00	0.00	0.00	0.00	7.50	0.00	0.00	0.00	7.50	47.030	352.73	Minnesota Taxe			
Race/Sex: C/M	Wisconsin Carpenters / 704 Carpenter Forer	Overtime Hourly	0.00	0.00	2.00	2.00	0.00	0.00	0.00	0.00	4.00	66.390	265.56	Wisconsin Taxe	76.55		
Wisconsin Carpenters													0.00	Additional Medi			
704 Carpenter Foreman													0.00	Social Security	94.46		
EEO: Journeyman													1,326.45	Medicare Empl	22.09		
Check #: 4113023														Child Support	145.85		
														Vacation	64.11		
														Working Dues 9			
														Working Dues/t	50.54		
														% of Gross Stra			
														Other	9.00		
														1,523.56	579.85	943.71	
Sudduth, Morgan T - 4682	Wisconsin Carpenters / 704 Carp Apprentice	Regular Hourly	0.00	8.00	8.00	8.00	0.00	0.00	0.00	0.00	24.00	35.870	860.88	Federal Taxes \	242.37		
M/EX: S/O	Wisconsin Carpenter / Carp Piledriver Appre	Regular Hourly	0.00	0.00	0.00	0.00	7.50	0.00	0.00	0.00	7.50	39.180	293.85	Minnesota Taxe	4.00		
Race/Sex: C/M	Wisconsin Carpenters / 704 Carp Apprentice	Overtime Hourly	0.00	0.50	2.00	2.00	0.00	0.00	0.00	0.00	4.50	53.805	242.12	Wisconsin Taxe	81.92		
Wisconsin Carpenters													0.00	Additional Medi			
704 Carp Apprentice 88%													0.00	Social Security	96.06		
EEO:													1,396.85	Medicare Empl	22.46		
Check #: 4113023														Vacation	84.17		
														Working Dues 9			
														Working Dues/t	64.40		
														% of Gross Stra			
														1,549.30	595.38	953.92	

Certified Payroll Transcript

Period 11/26/2023 - 12/1/2023
Job: 20211- C Reiss Dock
Contract: 20211- C Reiss Dock

													***** Weekly Totals ***** (Week Ending 12/1/23)			
-----Hours-----																
Employee	Work Classification (Craft/Class)		Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Rate	Project Amounts	Total Gross	Deductions	Net Pay	
Wahlquist, Andrew James - 4712	WI Local 139 Apprent / 90% of Area 2 Buildir	Regular Hourly	0.00	8.00	8.00	8.00	5.00	0.00	0.00	29.00	36.570	1,060.54	Federal Taxes \	213.29		
M/EX: S/O	WI Local 139 Apprent / 90% of Area 2 Buildir	Overtime Hourly	0.00	0.50	2.00	2.00	0.00	0.00	0.00	4.50	54.855	246.85	Minnesota Taxe	2.00		
Race/Sex: C/M												0.00	Wisconsin Taxe	76.31		
WI Local 139 Apprentice												0.00	Additional Medi			
80% Group 2 Apprentice																
EEO:																
Check #: 4113023																
												Project Total	1,307.39	Social Security	87.86	
														Medicare Empl	20.54	
														Working Dues %	21.26	
														Working Dues %	13.47	
														1,417.10	434.73	982.37
 Wakefield, David J - 4652	Wisconsin Carpenters / 704 Carp Apprentice	Regular Hourly	0.00	2.00	0.00	0.00	3.00	0.00	0.00	5.00	37.910	189.55	Federal Taxes \	180.52		
M/EX: S/O	Wisconsin Carpenter / Carp Piledriver Appre	Regular Hourly	0.00	6.00	8.00	0.00	4.50	0.00	0.00	18.50	41.350	764.98	Minnesota Taxe	5.00		
Race/Sex: C/M	Wisconsin Carpenters / 704 Carp Apprentice	Overtime Hourly	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.50	56.865	28.43	Wisconsin Taxe	62.97		
Wisconsin Carpenters	Wisconsin Carpenter / Carp Piledriver Appre	Overtime Hourly	0.00	0.00	2.00	0.00	0.00	0.00	0.00	2.00	62.025	124.05	Additional Medi			
704 Carp Apprentice 93%												0.00	Social Security	78.62		
EEO:												0.00	Medicare Empl	18.39		
Check #: 4113023																
												Project Total	1,107.01	Vacation	46.92	
														Working Dues %		
														Working Dues/t	49.53	
														% of Gross Stre		
														1,268.13	441.95	826.18

Certified Payroll Transcript

Period 11/26/2023 - 12/1/2023

Job: 20211- C Reiss Dock

Contract: 20211- C Reiss Dock

Job Totals	Hours	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Project Amounts	***** Weekly Totals ***** (Week Ending 12/1/23)				
											Total Gross	Deductions	Net Pay		
Regular Hourly		0.00	184.00	202.00	183.50	165.50	0.00	0.00	735.00	30,752.42	Federal Taxes V	6,167.72			
Overtime Hourly		0.00	17.50	31.50	29.00	17.50	0.00	0.00	95.50	6,118.76	Minnesota Taxe	406.00			
Regular Hourly		0.00	0.00	1.50	3.00	8.00	0.00	0.00	12.50	458.88	Wisconsin Taxe	2,133.06			
Vacation		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	344.10	Additional Medi				
										0.00	Other Taxable	0.00	Social Security	3,037.47	
										0.00	Other Non Taxable	0.00	Medicare Emplc	710.37	
										37,674.16	Project Total		Child Support	163.85	
													Levy/Garnishme		
													Vacation	923.62	
													Vacation Variab	659.53	
													Working Dues %	213.45	
													Working Dues %	120.16	
													Working Dues/h	963.39	
													% of Gross Stra		
													Truck Dues	212.00	
													Political Truck E	1.00	
													Other	117.00	
													49,021.68	15,828.62	33,193.06



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

DLI OFFICE USE ONLY	
Agreement No:	164050
Date Approved:	5/1/2020
Director of Apprenticeship:	John Aiken

APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

Apprentice Name: ANTHONY D BASTIEN	Employer Name: CMC (STANDARD 66)	Agreement Date: 4/30/2020
Sponsor Name: DULUTH CARPENTERS JAC		Union: CARPENTERS LOCAL 361

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: CARPENTER	Standard Number: 66	Apprenticeship Start Date: 4/30/2020
Term of Apprenticeship (Total OJT) 7000	Hours Credited to Apprentice: 0	Remaining Hours to Complete: 7000
Related Instruction Training Hours: 144	Program Safety Training Hours:	School time compensated:

Fringe Benefits Provided to Apprentice: *(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour) - Journeyworker applicable rate on 5/1/2019 was 31.10 .

Units	Range Start	Range End	Percent	Rate	Competency
HOURS	0	875	63.00%	19.59	
HOURS	876	1750	68.00%	21.15	
HOURS	1751	2625	73.00%	22.70	
HOURS	2626	3500	78.00%	24.26	
HOURS	3501	4375	83.00%	25.81	
HOURS	4376	5250	88.00%	27.37	
HOURS	5251	6125	93.00%	28.92	
HOURS	6126	7000	97.00%	30.17	

78%

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the CARPENTER are hereby made a part of this Agreement.

Apprentice Signature: ANTHONY D BASTIEN	Telephone Number: 218-391-9811	Date of Birth: 5/6/2001	Ethnic Group: NON-HISPANIC or NON-LATINO
Street Address (Apprentice): 1444 COUNTY RD 4	City, State & Zip Code: CARLTON, MN 55718	Gender: Male	Race: WHITE WHITE
Sponsor Name: DULUTH CARPENTERS JAC	Officer Name: MATT CAMPANARIO	SSN: xxx-xx-8981	
Street Address, City, State & Zip Code: 5238 MILLER TRUNK HWY, DULUTH, MN 55811	Officer Signature: MATT CAMPANARIO	Veteran: (with 181 days or more on active duty) Non Veteran	
Employer Name: CMC (STANDARD 66)	Officer Name:		
	Officer Signature:		



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

APPRENTICESHIP AGREEMENT

DLI OFFICE USE ONLY	
Agreement No.	165381
Date Approved	9/18/2020
Director of Apprenticeship	Kate Perushak

PARTIES TO THIS AGREEMENT:

Apprentice Name: JASON M CURTIS	Employer Name:	Agreement Date: 9/17/2020
Sponsor Name: DULUTH CARPENTERS JAC		Union: CARPENTERS LOCALS 361,606 & 1934

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: CARPENTER	Standard Number: 66	Apprenticeship Start Date: 9/17/2020
Term of Apprenticeship (Total OJT) 7000	Hours Credited to Apprentice: 0	Remaining Hours to Complete: 7000
Related Instruction Training Hours: 144	Program Safety Training Hours:	School time compensated:

Fringe Benefits Provided to Apprentice: *(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour) - Journeyworker applicable rate on **5/1/2020** was **31.70**.

Units	Range Start	Range End	Percent	Rate	Competency
HOURS	0	875	63.00%	19.97	
HOURS	876	1750	68.00%	21.56	
HOURS	1751	2625	73.00%	23.14	
HOURS	2626	3500	78.00%	24.73	
HOURS	3501	4375	83.00%	26.31	
HOURS	4376	5250	88.00%	27.90	
HOURS	5251	6125	93.00%	29.48	
HOURS	6126	7000	97.00%	31.70	

JAC

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the **CARPENTER** are hereby made a part of this Agreement.

Apprentice Signature: JASON M CURTIS	Telephone Number: 715-919-1433	Date of Birth: 3/11/1991	Ethnic Group: HISPANIC or LATINO
Street Address (Apprentice): 3302 MINNESOTA AVENUE	City, State & Zip Code: DULUTH, MN 55802	Gender: Male	Race: AMERICAN INDIAN or ALASKA NATIVE AMERICAN INDIAN or ALASKA NATIVE
Sponsor Name: DULUTH CARPENTERS JAC	Officer Name: MATT CAMPANARIO	SSN: xxx-xx-1957	
Street Address, City, State & Zip Code: 5238 MILLER TRUNK HWY, DULUTH, MN 55811	Officer Signature: MATT CAMPANARIO	Veteran: (with 181 days or more on active duty) Non Veteran	



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

DLI OFFICE USE ONLY	
Agreement No.	170252
Date Approved	06/16/2022
Director of Apprenticeship	Jessica Grosz

APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

Apprentice Name: CARSON R EHLE	Employer Name: NORTHLAND CONSTRUCTORS INC.	Agreement Date: 06/13/2022
Sponsor Name: MN OPERATING ENG JAC	Union: IUOE LOCAL 49	

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: UNIVERSAL EQUIPMENT OPERATOR	Standard Number: 9187	Apprenticeship Start Date: 06/13/2022
Term of Apprenticeship (Total OJT Training) 6000	Hours Credited to Apprentice:	Remaining Hours to Complete: 6000
Related Instruction Training Hours: 432	Program Safety Training Hours:	School time compensated: <input type="radio"/> Yes <input type="radio"/> No

Fringe Benefits Provided to Apprentice: *(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour)

Journeyworker applicable rate on 05/02/2022 was 38.25

0 - 1,500	Hours	70.00%	\$26.78	1,501 - 3,000	Hours	77.50%	\$29.64
3,001 - 4,500	Hours	85.00%	\$32.51	4,501 - 6,000	Hours	92.50%	\$35.38

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the UNIVERSAL EQUIPMENT OPERATOR are hereby made a part of this Agreement.

Apprentice Signature: (Parental/Guardian Signature Required for Minor) CARSON R EHLE	Telephone Number: 218-393-9883	To be completed by Apprentice	
		Date of Birth 06/05/2003	Ethnicity: <input type="radio"/> Hispanic <input checked="" type="radio"/> Non-Hispanic <input type="radio"/> DNSI
Street Address (Apprentice): 2408 HANFORD AVE.	City, State & Zip Code: DULUTH, MN 55811	Gender: MALE	Race: <input type="checkbox"/> American Indian <input type="checkbox"/> Asian <input type="checkbox"/> Black <input type="checkbox"/> Hawaiian/Pac Island <input checked="" type="checkbox"/> White <input type="checkbox"/> DNSI <input type="checkbox"/> Other
Sponsor Name: MN OPERATING ENG JAC	Officer Name: GEOFF MOVOLD	SSN: xxx-xx-4060	
Street Address, City, State & Zip Code: 40276 FISHTAIL ROAD HINCKLEY, MN 55037	Officer Signature:	<input type="checkbox"/> Veteran (with 181 days or more on active duty)	
Employer Name: NORTHLAND CONSTRUCTORS INC.	Officer Name:		
Street Address, City, State & Zip Code: 4843 RICE LAKE RD DULUTH, MN 55803	Officer Signature:		



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

DLI OFFICE USE ONLY	
Agreement No.	170252
Date Approved	6/16/2022
Director of Apprenticeship	Jessica Grosz

APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

Apprentice Name: CARSON R EHLE	Employer Name: NORTHLAND CONSTRUCTORS INC.	Agreement Date: 6/13/2022
Sponsor Name: MN OPERATING ENG JAC		Union: IUOE LOCAL 49

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: UNIVERSAL EQUIPMENT OPERATOR	Standard Number: 9187	Apprenticeship Start Date: 6/13/2022
Term of Apprenticeship (Total OJT) 6000	Hours Credited to Apprentice: 0	Remaining Hours to Complete: 6000
Related Instruction Training Hours: 432	Program Safety Training Hours:	School time compensated:

Fringe Benefits Provided to Apprentice: *(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour) - Journeyworker applicable rate on 5/2/2022 was 38.25.

Units	Range Start	Range End	Percent	Rate	Competency
HOURS	0	1500	70.00%	26.78	
HOURS	1501	3000	77.50%	29.64	
HOURS	3001	4500	85.00%	32.51	
HOURS	4501	6000	92.50%	35.38	

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the UNIVERSAL EQUIPMENT OPERATOR are hereby made a part of this Agreement.

Apprentice Signature: CARSON R EHLE	Telephone Number: 218-393-9883	Date of Birth: 6/5/2003	Ethnic Group: NON-HISPANIC or NON-LATINO
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Street Address (Apprentice): 2408 HANFORD AVE.	City, State & Zip Code: DULUTH, MN 55811	Gender: Male	Race: WHITE
Sponsor Name: MN OPERATING ENG JAC	Officer Name: GEOFF MOVOLD	SSN: xxx-xx-4060	
Street Address, City, State & Zip Code: 40276 FISHTAIL ROAD, HINCKLEY, MN 55037	Officer Signature: GEOFF MOVOLD	Veteran: (with 181 days or more on active duty) Non Veteran	
Employer Name: NORTHLAND CONSTRUCTORS INC.	Officer Name:		
Street Address, City, State & Zip Code: 4843 RICE LAKE RD, DULUTH, MN 55803	Officer Signature:		

Terms of this Agreement:

The Employer, Sponsor, and Apprentice (or Apprentice's parent or guardian), in conformity to the terms and conditions provided herein, mutually agree as follows:

Employer agrees to employ (or cause to be employed) the Apprentice for the purpose of enabling said Apprentice to learn the stated trade or craft under applicable standards and according to the attached schedule.

Apprentice agrees to perform diligently and faithfully the work of the stated trade or occupation, complying with the training program as scheduled and authorizes any institution where related training is received to release records of related training to the Director of Apprenticeship, the State Department of Education, the joint apprenticeship committee or its authorized representative, and/or the employer, understanding that the supervision and certification of apprenticeship programs, under applicable law, necessitates periodic review of related training records.

Apprentice will be accorded equal opportunity in all phases of apprenticeship employment and training, without discrimination due to race, color, creed, religion, national origin, sex, sexual orientation, marital status, physical or mental disability, receipt of public assistance or age.

When the journeyworker wage rate paid to employed journeyworkers in the stated trade exceeds the journeyworker wage rate shown in this agreement, the higher journeyworker wage rate shall apply to this agreement and the apprentice graduated scale shall be adjusted to and increased proportionally to any increase in the journeyworker wage rate paid in the stated trade.

Should the Employer be unable to fulfill their obligations under this agreement, it may, with the approval of the Director, transfer such contract to another employer, provided the Apprentice consents and such other employer agree to assume the obligations of this agreement.

The standard must provide a period of probation of not more than 500 hours of employment and instruction

**DIVISION OF EMPLOYMENT AND TRAINING
Bureau of Apprenticeship Standards**

Appleton South - BAS Area #17
Moraine Park Technical College
2151 N Main Street RM N-119.1
West Bend WI 53090

STATE OF WISCONSIN



Department of Workforce Development

Tony Evers, Governor
Amy Pechacek, Secretary-designee
Michele Carter, Division Administrator

May 31, 2023

TIMOTHY HYNES
11440 SOUTH CEMETERY RD
SOLON SPRINGS WI 54873

Employer Assignment

Apprentice Name Timothy Hynes	Social Security Number ***-**-7865
Employer Name Northland Constructors	Local Committee Name Wisconsin Operating Engineers JAC

This letter is to verify that this Apprentice Contract has been assigned to Northland Constructors, effective May 24, 2023.

Any objection to this assignment must be made in writing and received by this office no later than ten working days from the date of this letter.

The employer agrees to take this apprentice into service under the conditions specified in the Apprentice Contract. The employer shall retain this apprentice as long as work is available or the apprentice is transferred to another employer.

The employer and apprentice are required to notify the Bureau of Apprenticeship Standards and the Local Committee, when the apprentice is released from this employer.

Timothy J Budda
Apprenticeship Training Representative
Telephone: (262) 335-5849
Fax: (920) 735-2473
Email: timothy.budda@dwd.wisconsin.gov

Also mailed to: Northland Constructors
Wisconsin Operating Engineers JAC
Fox Valley Technical College



SKILL IMPROVEMENT & APPRENTICESHIP FUND
W11584 STATE ROAD 21 • COLOMA, WI 54930 • (715) 228-4911 • FAX (715) 228-4901 • woetrainingcenter.org

Thursday, May 25, 2023

NORTHLAND CONSTRUCTORS DULUTH
4843 RICE LAKE
DULUTH, MN 55803
Contractor Fax: (218) 722-4560

This letter is to notify NORTHLAND CONSTRUCTORS DULUTH that Timothy Hynes, Jr XXX-XX-(7865) has his/her apprenticeship contract assigned to your firm for training as an Operating Engineer Apprentice effective 5/24/2023.

Timothy Hynes, Jr's apprenticeship began on 5/24/2023 and his/her status is that of a 3rd pay period apprentice. He/she should be paid 80% of the Area 2 Building M/U rate of \$38.97 = \$31.18, plus fringes at the same scale as that paid to journeyworkers, except that the amount of the Central Pension shall be at the apprentice rate of \$6.72 per hour. **If the apprentice works under a different contract he/she should be paid at the appropriate rate.**

As you are aware the Federal and State apprenticeship standards have policies set in place regarding the number of hours an apprentice must attend for their required related instruction. Failure to attend the required amount of related instruction each year may result in the cancellation of his/her apprenticeship, therefore causing you to lose your ability to employ him/her as an operating engineer.

Apprentices will receive notice regarding their required Related Instruction each year. Please remember the State Bureau of Apprenticeship does not excuse anyone from their required courses because they may still be working.

Thank you for your participation in the program.

Sincerely,

Daniel Sperberg

Daniel Sperberg
Training Director

Cc: Timothy Hynes, Jr

Timothy Hynes, Jr
11440 South Cemetery Rd
Solon Springs, WI 54873-0426

Apprentice Contract

This contract was prepared by Timothy J Budda on the date of May 31, 2023, between the Wisconsin Department of Workforce Development (the Department) and:

Apprentice

Timothy Hynes
11440 South Cemetery Rd

Solon Springs WI 54873
thynesone88@gmail.com

DOB: March 16, 1988

Contract #: 333580

Phone: (715) 816-0683

SSN: ***-**-7865

Sponsor

Wisconsin Operating Engineers
JAC

W11584 State Road 21

Coloma WI 54930-8776

The Apprenticeship term begins on May 24, 2023, and terminates upon the successful completion of the apprenticeship program provisions of the Operating Engineer occupation, which are incorporated as part of this contract as Exhibit A, Program Provisions. The provisions included in this contract are binding on the parties.

The Department will issue a Certificate of Apprenticeship to the apprentice upon satisfactory completion of the provisions of this Apprentice Contract.

The Department may terminate the contract upon request of the apprentice or sponsor for good cause and in accordance with Wis. Admin. Code Ch. DWD 295.20, which provides for due process. In addition, the Department may terminate the contract if any party to the contract is unable to continue with the obligations under the contract or has breached the contract.

The apprentice's signature authorizes the assigned provider(s) of paid and unpaid related instruction to release progress, grades, and attendance reports to the Department, sponsor, and employer while this contract is in effect.

The sponsor and apprentice agree to the standards of the apprenticeship program as they exist on the date of the contract and as they may be amended during the period of the contract, upon approval of the Department. The terms of an existing apprentice contract may be modified subject to approval of the Department.

The sponsor shall not discriminate against apprenticeship applicants or apprentices on the basis of race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The sponsor will also not discriminate against apprenticeship applicants or apprentices based on conviction record, arrest record, marital status, veteran status, use of lawful products, or use of qualifying family or medical leave. The sponsor shall take affirmative action to provide equal opportunity in apprenticeship and operate the apprenticeship program as required under 29 CFR part 30 and Wis. Admin. Code Ch. DWD 296.

The apprentice, sponsor, and employer agree to fulfill all the obligations of this Apprentice Contract. The parties have signed this contract, as required by Chapter 106.01 of the laws of Wisconsin. Personal information provided herein may be used for secondary purposes [Privacy Law, s.15.04(1)(m) Wisconsin Statutes].

/s/ Timothy Hynes
Apprentice Signature

May 26, 2023
Date

Daniel Spang

Sponsor Signature

May 26, 2023
Date

David D. P.

Department Approval

May 26, 2023
Date

The Registration Agency is the authority to receive and resolve controversies or differences arising out of this contract when they cannot be resolved locally in accordance with established procedures or collective bargaining provisions.

Registration Agency:
Department of Workforce Development
Division of Employment and Training
Bureau of Apprenticeship Standards
PO Box 7972, Madison, WI 53707
Phone: 608-266-3332

Wisconsin Operating Engineers JAC • Coloma WI
Operating Engineer • 01-859683010-01-T
Exhibit A - Program Provisions

Approved: 6/1/2020

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Time-based, which has been established to be 4 years of not less than 6000 hours . Hours of labor shall be the same as established for other skilled employees in the occupation.

PROBATIONARY PERIOD: The probationary period shall be the first 1500 hours of the apprenticeship. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department.

PAID RELATED INSTRUCTION ATTENDANCE: The apprentice shall attend Fox Valley Technical College, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 400 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

WORK PROCESS SCHEDULE: In order to obtain well-rounded training and thereby qualify as a skilled worker in the occupation, the apprentice shall have experience and training in the following areas. This instruction and experience shall include the following operations but not necessarily in the sequence given. Time spent on specific operations need not be continuous.

Work Process Description

Approximate Hours
(Min - Max)

Machines - Training may include up to minimum of the stated hours on the following machines:

5100

CLASS 1 - Machines

Friction Crane, Hydraulic Crane, Tower Crane, Tracked Excavator, Rubber Tired Excavator, Caisson Rig, Pile Driver, Dredge Operator/
Engineer, Dragline, Directional Boring Machine, Tunnel Boring Machine, Blaster, Concrete/Grout Pump.

CLASS 2 - Machines

Concrete Laser Screed, Concrete Slipform Paver, Concrete Batch Plant, Concrete Spreader & Distributor, Automatic Subgrader (Concrete), Concrete Grinder & Planing Machine, Concrete Slipform Curb & Gutter Machine, Bridge Paver, Concrete Conveyor System, Asphalt Plant Engineer, Bituminous Paver/Screed, Milling Machine, Grader or Motor Patrol, Tractor (Scraper, Dozer, Pusher, Loader), Scraper - Rubber Tired (Single or Twin Engine), End Loader, Tractor Loader Backhoe, Trenching Machine, Tractor (Side Boom -Heavy), Drilling & Boring Machine (Mechanical Heavy), Grade Checker, Asphalt Roller.

CLASS 3 - Machines

Greaser, Shouldering Machine, Self-Propelled Chip Spreader, Concrete finishing/Curing/
Texturing Machine, Joint Sewer (Multiple Blade), Forklift, Environmental Burner, Back filler, Hydro-Blaster, Percussion or Rotary Drilling Machine, Rail Leveling Machine, Tie Placer, extractor or tamper, Stone Leveler, Cable Plow (Track or Rubber Tired), Auger Boring Machine, Micro-tunneling Machine, Lowboy, Boats (Safety, Tug, Launch & Work Barges), Deckhand, Off Road Material Hauler.

CLASS 4 - Machines

Stump Chipper, Rock Breaker, Crusher/

DETA-10408-E (R. 02/2023)

Wisconsin Operating Engineers JAC • Coloma WI
 Operating Engineer • 01-859683010-01-T
 Exhibit A - Program Provisions

Screening Plant, Concrete Breaker (Manual or Remote), Vibratory/Sonic Concrete Breaker, Farm or Industrial Tractor & Mounted Equipment, Skid Steer Loader, Broom/
 Sweeper, Vibratory Hammer/Extractor, Compactor, Concrete Conveyor System, Oiler, Drilling Machine Helper, Tugger, Winches and A-Frames, Material/Man Hoists.

CLASS 5 - Machines	500
Pump (Over 3"), Generators, Air Compressor, Automatic Belt Conveyor & Surge Bin, De-Watering, Mulcher, Fireman, Post Hole or Post Driver.	
Paid Related Instruction	400
TOTAL	6000

The above schedule is to include all operations and such other work as is customary in the occupation.

MINIMUM COMPENSATION TO BE PAID: (Per collective bargaining agreement)

First period of 1,500 hours and 160 hours related instruction at 60% of the Base Skilled Wage Rate plus 10% Related Instruction Pay. The Related Instruction consists of

Basic Equipment (80 hours)

Hazmat (40 hours)

Construction Regulations to include OSHA, MSHA, and First Aid/CPR (40 hours)

Second pay period of 1,500 hours and 160 hours related instruction at 65% of the Base Skilled Wage Rate plus 10% Related Instruction Pay. The Related Instruction consists of:

Basic Excavating or Basic Earthmoving or Basic Crane (80 hours)

Basic Grade Checking (40 hours)

Maintenance or Welding (40 hours)

Must update MSHA and Hazmat certifications

Third pay period of 1,500 hours and 80 hours related instruction at 70% of the Base Skilled Wage Rate plus 10% Related Instruction Pay. The Related Instruction consists of

Any specialty class (80 hours)

Must update MSHA, Hazmat, and First Aid/CPR certifications

Fourth period of 1,500 hours at 80% of the Base Skilled Wage Rate plus 10% Related Instruction Pay.

The skilled wage rate for an apprentice shall be based on the hourly rate established for classification 3 of the current agreement, plus fringes, as appropriate, EXCEPT THAT under NO circumstances shall an apprentice wage rate exceed that of a journeyworker performing the same work.

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Operating Engineer • 01-859683010-01-T
Exhibit A - Program Provisions

The compensation for school hours will be paid by the employer as an additional 10% of the base skilled wage rate for all hours of on-the-job training, as listed under Minimum Compensation to Be Paid.

The base skilled wage rate is \$37.37 per hour.

If the apprentice is covered under a collective bargaining agreement, the wage rate specified by that collective bargaining agreement applies.

If the apprentice is not covered under a collective bargaining agreement, the employer may exceed the base skilled wage rate at their discretion.

An apprentice's rate of pay for overtime shall be increased by the same percentage as the journey worker's rate of pay for overtime is increased in the same industry or establishment.

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

Work credit hours approved: None

School credit hours approved:

Paid related instruction: 144 Hours

Paid related instruction description: 144 hours for prior related instruction

Unpaid related instruction:

Total credit hours to be applied to the term of the apprenticeship: 144 Hours

SPECIAL PROVISIONS:

When the apprentice has accrued 6,000 hours, including related instruction, and passed three performance tests and completed related instruction, the apprentice will be classified a journeyworker.

The apprentice shall endeavor to accrue hours on multiple classifications (and machines identified therein) as listed in the work process schedule. However, the apprentice understands and acknowledges that the work process schedule may not allow for training in all classifications (and machines identified therein) as stated in the Exhibit A.

The apprentice must be qualified to operate three (3) major machines or attachments listed above before completing the apprenticeship program in one class or any combination of classes. The maximum number of hours in Class 5 is 500 hours.

Paid Related Instruction is conducted by block method. Apprentices receive a 10% R.I. Pay while working and receive no direct compensation during block instruction.

The apprentice attends school on their own time and takes such subjects and for such period of time as the Committee requires.

Wisconsin Operating Engineers JAC • Coloma WI
Operating Engineer • 01-859683010-01-T
Exhibit A - Program Provisions

First Aid and CPR courses as required.

The apprentice may be granted credit for previous on-the-job training and previous schooling as listed under Credit Provisions on this Apprentice Contract.

An apprentice in his/her final year must satisfactorily complete the BAS approved Transition to Trainer Course.



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

DLI OFFICE USE ONLY	
Agreement No.	164498
Date Approved	06/22/2020
Director of Apprenticeship	John Aiken

APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

Apprentice Name: WYATT G KELLEY	Employer Name: NORTHLAND CONSTR OF DULUTH LLC	Agreement Date: 06/22/2020
Sponsor Name: DULUTH CARPENTERS JAC	Union: CARPENTERS LOCAL 361	

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: CARPENTER	Standard Number: 66	Apprenticeship Start Date: 06/22/2020
Term of Apprenticeship (Total OJT Training) 7000	Hours Credited to Apprentice:	Remaining Hours to Complete: 7000
Related Instruction Training Hours: 144	Program Safety Training Hours:	School time compensated: <input type="radio"/> Yes <input type="radio"/> No

Fringe Benefits Provided to Apprentice: *(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour)

Journeyworker applicable rate on 05/01/2020 was 31.70

0 - 875	Hours	63.00%	\$19.97	876 - 1,750	Hours	68.00%	\$21.56
1,751 - 2,625	Hours	73.00%	\$23.14	2,626 - 3,500	Hours	78.00%	\$24.73
3,501 - 4,375	Hours	83.00%	\$26.31	4,376 - 5,250	Hours	88.00%	\$27.90
5,251 - 6,125	Hours	93.00%	\$29.48	6,126 - 7,000	Hours	97.00%	\$31.70

8390

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the CARPENTER are hereby made a part of this Agreement.

Apprentice Signature: (Parental/Guardian Signature Required for Minor) WYATT G KELLEY	Telephone Number: 218-499-5818	To be completed by Apprentice	
Street Address (Apprentice): #2 SUNNYSIDE ESTATES	City, State & Zip Code: CLOQUET, MN 55720	Date of Birth: 12/05/2001	Ethnicity: <input type="radio"/> Hispanic <input checked="" type="radio"/> Non-Hispanic <input type="radio"/> DNSI
Sponsor Name: DULUTH CARPENTERS JAC	Officer Name: MATT CAMPANARIO	Gender: MALE	Race: <input type="checkbox"/> American Indian <input type="checkbox"/> Asian <input type="checkbox"/> Black <input type="checkbox"/> Hawaiian/Pac Island <input checked="" type="checkbox"/> White <input type="checkbox"/> DNSI <input type="checkbox"/> Other
Street Address, City, State & Zip Code: 5238 MILLER TRUNK HWY DULUTH, MN 55811	Officer Signature:	SSN: xxx-xx-0084	<input type="checkbox"/> Veteran (with 181 days or more on active duty)
Employer Name: NORTHLAND CONSTR OF DULUTH LLC	Officer Name:		
Street Address, City, State & Zip Code: 4843 RICE LAKE RD DULUTH, MN 55803	Officer Signature:		



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

DLI OFFICE USE ONLY	
Agreement No.	165590
Date Approved	09/02/2021
Director of Apprenticeship	Jessica Grosz

APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

Apprentice Name: MORGAN SUDDUTH	Employer Name: OLYMPIC COMPANIES INC.	Agreement Date: 08/30/2021
Sponsor Name: DULUTH CARPENTERS JAC	Union: CARPENTERS LOCALS 361,606	

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

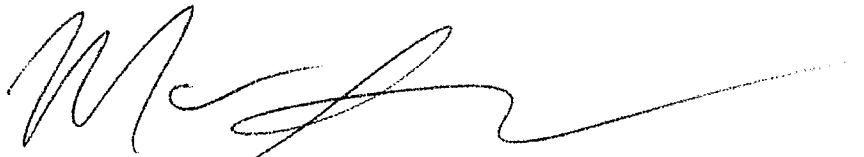
Trade or Occupation: CARPENTER	Standard Number: 66	Apprenticeship Start Date: 08/30/2021
Term of Apprenticeship (Total OJT Training) 7000	Hours Credited to Apprentice:	Remaining Hours to Complete: 7000
Related Instruction Training Hours: 144	Program Safety Training Hours:	School time compensated: <input type="radio"/> Yes <input type="radio"/> No

Fringe Benefits Provided to Apprentice: *(See CBA)


The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour)

Journeyworker applicable rate on 05/01/2021 was 31.70

0 - 875	Hours	63.00%	\$19.97	876 - 1,750	Hours	68.00%	\$21.56
1,751 - 2,625	Hours	73.00%	\$23.14	2,626 - 3,500	Hours	78.00%	\$24.73
3,501 - 4,375	Hours	83.00%	\$26.31	4,376 - 5,250	Hours	88.00%	\$27.90
5,251 - 6,125	Hours	93.00%	\$29.48	6,126 - 7,000	Hours	97.00%	\$31.70



This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the CARPENTER are hereby made a part of this Agreement.

Apprentice Signature: (Parental/Guardian Signature Required for Minor) MORGAN SUDDUTH	Telephone Number: 612-308-7333	To be completed by Apprentice	
Street Address (Apprentice): 1907 E 3RD ST	City, State & Zip Code: DULUTH, MN 55812	Date of Birth: 11/01/1990	Ethnicity: <input type="radio"/> Hispanic <input checked="" type="radio"/> Non-Hispanic <input type="radio"/> DNSI
Sponsor Name: DULUTH CARPENTERS JAC	Officer Name: MATT CAMPANARIO / Be Pat	Gender: MALE	Race: <input type="checkbox"/> American Indian <input type="checkbox"/> Asian <input type="checkbox"/> Black <input type="checkbox"/> Hawaiian/Pac Island <input type="checkbox"/> White <input type="checkbox"/> DNSI <input type="checkbox"/> Other
Street Address, City, State & Zip Code: 5238 MILLER TRUNK HWY DULUTH, MN 55811	Officer Signature: 	SSN: xxx-xx-9509	<input type="checkbox"/> Veteran (with 181 days or more on active duty)
Employer Name: OLYMPIC COMPANIES INC.	Officer Name:		
Street Address, City, State & Zip Code: 2823 HEDBERG DRIVE HOPKINS, MN 55305	Officer Signature:		



Minnesota Department of Labor and Industry
 Division of Labor Standards and Apprenticeship
 443 Lafayette Road N.
 St. Paul, MN 55155-4341

DLI OFFICE USE ONLY	
Agreement No.	164317
Date Approved	06/08/2020
Director of Apprenticeship	John Aiken

APPRENTICESHIP AGREEMENT

PARTIES TO THIS AGREEMENT:

Apprentice Name: DAVID J WAKEFIELD	Employer Name: P&R CONTRACTING	Agreement Date: 06/04/2020
Sponsor Name: DULUTH CARPENTERS JAC	Union: CARPENTERS LOCAL 361	

PARTIES DESIRE TO ENTER INTO AN AGREEMENT OF REGISTERED APPRENTICESHIP:

Trade or Occupation: CARPENTER	Standard Number: 66	Apprenticeship Start Date: 06/04/2020
Term of Apprenticeship (Total OJT Training) 7000	Hours Credited to Apprentice:	Remaining Hours to Complete: 7000
Related Instruction Training Hours: 144	Program Safety Training Hours:	School time compensated: <input type="radio"/> Yes <input type="radio"/> No

Fringe Benefits Provided to Apprentice: *(See CBA)

The minimum graduated scale of wages to be paid the apprentice: (In percentages of journeyworker rate per hour)

Journeyworker applicable rate on 05/01/2020 was 31.70

0 - 875	Hours	63.00%	\$19.97	876 - 1,750	Hours	68.00%	\$21.56
1,751 - 2,625	Hours	73.00%	\$23.14	2,626 - 3,500	Hours	78.00%	\$24.73
3,501 - 4,375	Hours	83.00%	\$26.31	4,376 - 5,250	Hours	88.00%	\$27.90
5,251 - 6,125	Hours	93.00%	\$29.48	6,126 - 7,000	Hours	97.00%	\$31.70

David Wakefield

This agreement is subject to the approval of the Director of Apprenticeship and is binding on the signing parties including the provisions as stated on the reverse. The terms and conditions of the CARPENTER are hereby made a part of this Agreement.

Apprentice Signature: (Parental/Guardian Signature Required for Minor) DAVID J WAKEFIELD	Telephone Number: 715-969-4787	To be completed by Apprentice	
		Date of Birth 10/28/2001	Ethnicity: <input type="radio"/> Hispanic <input checked="" type="radio"/> Non-Hispanic <input type="radio"/> DNSI
Street Address (Apprentice): 7685 E POWELL LANE	City, State & Zip Code: SOUTH RANGE, WI 54874	Gender: MALE	Race: <input type="checkbox"/> American Indian <input type="checkbox"/> Asian <input type="checkbox"/> Black <input type="checkbox"/> Hawaiian/Pac Island <input checked="" type="checkbox"/> White <input type="checkbox"/> DNSI <input type="checkbox"/> Other
Sponsor Name: DULUTH CARPENTERS JAC	Officer Name: MATT CAMPANARIO <i>[Signature]</i>	SSN: xxx-xx-3117	
Street Address, City, State & Zip Code: 5238 MILLER TRUNK HWY DULUTH, MN 55811	Officer Signature: <i>[Signature]</i>	<input type="checkbox"/> Veteran (with 181 days or more on active duty)	
Employer Name: P&R CONTRACTING	Officer Name: <i>[Signature]</i>		
Street Address, City, State & Zip Code: 2306 W SUPERIOR ST DULUTH, MN 55807	Officer Signature:		



CARPENTERS
TRAINING INSTITUTE

July 13, 2023

Employer: Northland Constructors
Email: jen@northlandcompanies.com
Local #: 361
Attn: mschleret@ncsrcc.org

NOTICE OF ADVANCEMENT ON CARPENTER APPRENTICE

Name: David Wakefield – U90141788 - 93%

Qualified for the **93% (5259)** Journeyman scale hour rate as of **July 12, 2023**.

Please see May 1, 2023 wage schedule for appropriate rate.